



# **Gender Pay Gap** **Information**

**April 2023**

## **1. National Context**

In 2022, Women in Scotland earned, on average, 12.2% less per hour than men (2.1% increase since 2021)<sup>1</sup>. The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.

According to Close the Gap<sup>2</sup>, the gender pay gap has 'a range of complex, inter-related causes which require a cohesive and strategic response'. These include:

- Occupational segregation – women's concentration in undervalued, lower paid work which is stereotypically seen as Female work such as care, retail, admin and cleaning
- A lack of quality part-time and flexible working opportunities results in women's under-representation at management level and in senior grades
- Discrimination in pay and grading systems
- Women's disproportionate responsibility for unpaid care
- Biased and un-transparent recruitment, development and progression practice
- Male-oriented workplace cultures

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

- Recruit from the widest talent pool
- Improve staff retention
- Improve decision making and governance

## **2. Legislative Framework**

The Equality Act 2010 sets out that people should not be discriminated against in employment, when seeking employment, or when engaged in occupations or activities related to work, because of their sex. The Equality Act also gives women and men a right to equal pay for equal work. It requires that women and men and paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

The Act stipulated that all Health Boards (as were all public bodies) across NHS Scotland were required to comply with the 3 aims of the Public Sector Equality Duty, and to meet the requirements of the Equality Act 2010 (Specific Duties)(Scotland) Regulations 2012.

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<sup>1</sup> Scottish Government '[Fair Work Action Plan](#)', published December 2022

<sup>2</sup> Close the Gap '[The Pay Gap](#)'

## Specific Duties

The General Duty is supported by **Specific Duties**, set out in regulation, which came into force on 27 May 2012. The requirements of the Specific Duties in relation to pay gap and occupational segregation reporting are as follows:

- **Duty to publish gender pay gap information (every two years)**
- **Duty to publish statements on equal pay, including information on Occupational Segregation (every four years) for disability (comparing distribution of people who identify as disabled and those who identify as not disabled) and race (comparing distribution of persons who fall into a minority racial group and those who do not)**

### 3. Equal Pay and the Gender Pay Gap

Equal pay is a legal requirement. Employees performing work of the same value must be paid at the same rate, regardless of their protected characteristics.

In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

This report details information on the NHS Dumfries and Galloway gender pay gap as at November 2022 and contains information on occupational segregation by gender.

### 4. Equal Pay Statement

The latest NHS Dumfries and Galloway Equal Pay Statement was agreed in 2021 and can be found [here](#). This will be updated in 2025.

## Occupational Segregation

Occupational segregation refers to the distribution of people defined by specific characteristics, for example, by disability, gender or race, into different types of work. Many factors influence this clustering effect for example, gender norms and stereotypes; assumptions about men's and women's capabilities, preferences and skills; the culture associated with male dominated occupations and sectors and access to training and development opportunities. Occupational segregation restricts choices for men and women. The jobs most likely to be done by women are those associated with low pay, and fewer opportunities to progress.

Occupational segregation occurs both between and within economic sectors, and is typically described in 2 ways:

**Horizontal segregation** refers to the clustering of people, for example men and women, into different types of work. Examples include, the majority of nurses are women, while men are more likely to work in facilities and maintenance roles within NHS Scotland.

**Vertical segregation** refers to the clustering of people, for example men and women, into different levels of work. Examples include a higher proportion of women working in lower

pay bands, and a higher proportion of men working in senior management within NHS Scotland.

### Horizontal segregation by gender

NHS Dumfries and Galloway employs more women than men. In November 2020, the Board employed 83% women, compared with 17% men. As at December 2022, there has been no overall change.

**Appendices 1, 2, 3 and 4** show the distribution of men and women across all of the Job Families as at December 2022. Women represent the majority of the workforce within the majority of the Job Families with the exception of Medical and Dental and Medical Support.

All of the Job Families with the highest percentage of women were within the Agenda for Change cohort. The Job Families with the highest percentage of women within their workforce were in the Allied Health Professions (94.3%), Dental Support (92.1%) and Nursing/Midwifery (90.8%). There has been minimal change since 2021 report.

The Job Families with the highest percentage of men in their workforce were Medical and Dental (61.9%), Medical Support (50%) and Support Services (31.4%). Support Services has replaced Medical Sciences since the 2021 report.

### Vertical Segregation by gender

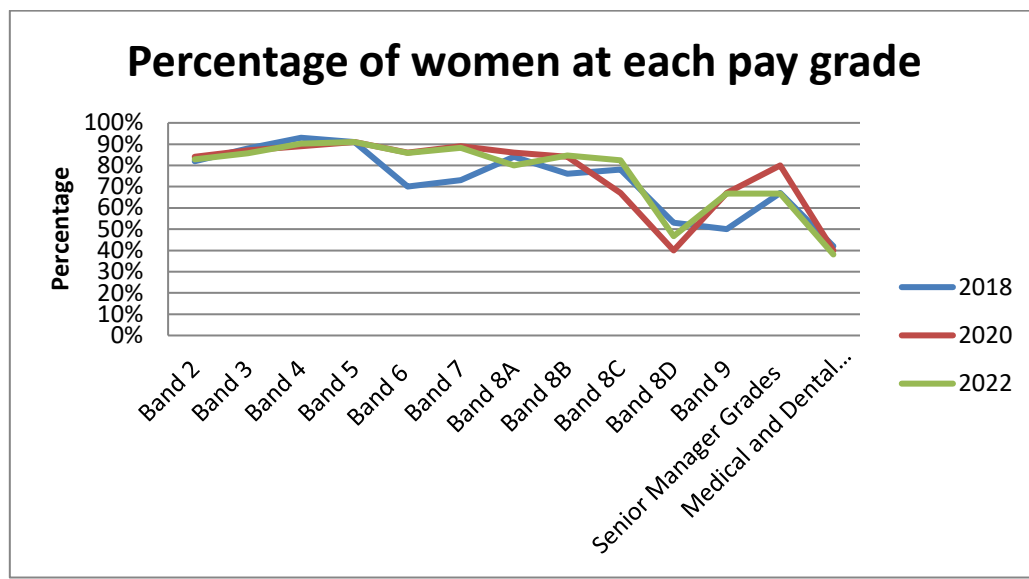
**Table 1: Number of employees by gender and pay Band as at December 2022.**

Grade	Female Headcount 2022	Female 2022 %	2020 %	Male Headcount 2022	Male 2022 %	2020 %
Band 1	*	50.0%	50.0%	*	50.0%	50.0%
Band 2	1,302	82.9%	83.6%	268	17.1%	16.4%
Band 3	575	85.7%	86.5%	96	14.3%	13.5%
Band 4	305	90.2%	89.4%	33	9.8%	10.6%
Band 5	1,156	91.0%	90.7%	114	9.0%	9.3%
Band 6	624	85.8%	86.2%	103	14.2%	13.8%
Band 7	408	88.3%	88.5%	54	11.7%	11.5%
Band 8A	92	80.0%	86.4%	23	20.0%	13.6%
Band 8B	33	84.6%	84.2%	6	15.4%	15.8%
Band 8C	*	82.4%	66.7%	*	17.6%	33.3%
Band 8D	7	46.7%	40.0%	8	53.3%	60.0%
Band 9	*	66.7%	66.7%	*	33.3%	33.3%
Medical and Dental	134	38.1%	40.2%	218	61.9%	59.8%
Senior Managers	*	66.7%	80.0%	*	33.3%	20.0%
Not AfC	20	87.0%	94.7%	*	13.0%	5.3%
<b>Total</b>	<b>4,418</b>	<b>83.1%</b>	<b>82.7%</b>	<b>898</b>	<b>16.9%</b>	<b>17.3%</b>

**Table 1** above shows overall the numbers of men and women working across the different pay grades as at December 2022 and includes a comparison with the figures as at November 2020.

The table shows that there were more women than men employed in most of the pay grades, with the exception of Medical and Dental grades and Band 8D. The pay band with the highest percentage of women is Band 5. This represents a change since the 2020 figures which state that the grade with the highest percentage of women was within Non-Agenda for Change roles. The 2020 figures also show that the highest percentage of men were employed within Band 8D.

**Table 2: Percentage of women by pay grade**



**Table 2** above shows a comparison of the percentage of women employed at the various pay grades between 2018 and 2022.

The relatively small numbers of people employed in Band 8A to Band 9 mean that small changes in headcount can show a large percentage change.

## Gender Pay Gap

### Overview

The tables contained within the appendices from page 8 onwards, show the pay differences and occupational segregation data between male and female staff.

- Summary of the overall gender pay gap across NHS Dumfries and Galloway (Appendix 1)
- Medical and Dental Staff by Grade (Appendix 2)
- Senior Managers by Grade (Appendix 3)
- Agenda for Change staff by Job Families and pay band (Appendix 4)

### Data definitions within pay gap data

The data presented covers all substantively employed staff and the average hourly rate for basic pay. This does not include overtime.

Where data relates to 5 or less individuals, detail on pay has been asterisked (\*) out to avoid individuals being identified.

The data is presented in the following format:

- Employment count by gender and the proportional percentage of gender split within the grade
- The average hourly basic rate pay by both genders and the total (for both males and females) represented in pounds sterling (£)
- The percentage variance of difference when comparing male to female average hourly pay rates

*\*Please note that the totals within Appendix 1 for the total organisation may differ from the overall totals from the Job Family tables. This is due to a number of staff who have pay band 'not assimilated' and are not included in the 'Job Family' tables but are included within the overall organisation figures.*

**Appendix 1** shows the overall gender pay gap for the organisation as at December 2022. On average, men employed within NHS Dumfries and Galloway were paid on average £5.24 or 24.1% more than women. This compares with £5.18 or 24.8% in 2020 and 26% in 2019.

This varies quite considerably between the overall Job Families. The gap within the Senior Manager cohort is 8.5%, although this Job Family is made up of a small number of people. The gap for Medical and Dental staff is 1.3%, and the gender pay gap for Agenda for Change Staff is -0.1% in favour of women.

**Appendix 2** shows that within the Medical and Dental Job Family, the overall pay gap is 1.3%. This has dropped from 9.8% in 2020. The pay gaps for grades 'Clinical Fellow', 'Medical Director', 'Salaried GP' and 'Speciality Registrar' have all reduced since the 2020 figures were gathered. For the first 3 grades listed above, this appears to be in relation to

staff changes where the numbers of men employed at each grade has reduced, relative to the number of women. The grade with the highest pay gap within this Job Family is categorised as 'Salaried GP' where there is a pay gap of -46.8% in favour of women.

**Appendix 3** shows the Senior Manager Job Family, where the pay gap is 8.5%, a reduction since 2022 when this was 18.8%. Despite this Job Family consisting mainly of female employees, at the highest grade (Grade F), there are no female employees. Due to the small number of staff within this category, any change to the spread of employees can make a significant difference to the pay gap. Previously, in 2020, there were no males in the lowest grade (Grade D). As at November 2022, there is at least one male.

**Appendix 4** shows that overall for Agenda for Change staff, the pay gap is -0.1% and this is broken down into more specific Job Families and the bandings within these.

The Job Families of Administrative Services (20.7% vs 21.1% in 2020), Allied Health Professions (0.2% vs 7.3% in 2020), Dental Support (23.4% vs -19.4% in 2020), Other Therapeutic (11.4% vs 21.6% in 2020), Personal and Social Care (17.9% vs 7.8% in 2020) and Support Services (6.0% vs 7.0% in 2020) all have a gender pay gap in favour of male employees.

The Job Family of Healthcare Sciences (-7.7% vs -5.4% in 2020) has a pay gap in favour of women.

Nursing and Midwifery and Medical Support have no pay gap as at 2022, compared with pay gaps of -1.0% and 0% in 2020.

<b>APPENDIX 1</b>	<b>Whole Organisation Gender Pay Gap as at December 2022</b>								
	<b>Female</b>			<b>Male</b>			<b>Total</b>	<b>Monetary</b>	<b>Monetary</b>
<b>Job Family</b>	<b>Headcount</b>	<b>Female Count as % of Job Family</b>	<b>Average Basic Hourly Rate £</b>	<b>Headcount</b>	<b>Male Count as % of Job Family</b>	<b>Average Hourly Rate £</b>	<b>Headcount</b>	<b>Variance Male to Female Hourly Rate £</b>	<b>Variance Male to Female %</b>
Agenda for Change	4,260	86.3%	15.75	675	13.7%	15.73	<b>4,935</b>	<b>-0.02</b>	<b>-0.1%</b>
Medical and Dental	134	38.1%	43.48	218	61.9%	44.04	<b>352</b>	<b>0.56</b>	<b>1.3%</b>
Senior Managers	*	66.7%	39.98	*	33.3%	43.71	*	<b>3.73</b>	<b>8.5%</b>
<b>Total</b>	*	<b>83.1%</b>	<b>16.53</b>	*	<b>16.9%</b>	<b>21.77</b>	*	<b>5.24</b>	<b>24.1%</b>



<b>APPENDIX 2</b>	<b>Medical and Dental Grades as at December 2022</b>								
Job Family	Medical Grade	Female			Male			Total Headcount	Monetary Variance Male to Female %
		Headcount	%	Average Hourly Rate £	Headcount	%	Average Hourly Rate £		
Medical and Dental	Associate Specialist	13	65.0%	50.57	7	35.0%	50.22	20	-0.7%
Medical and Dental	Clinical Director	*	100.0%	46.75				*	
Medical and Dental	Clinical Fellow	*	83.3%	19.25	*	16.7%	18.54	*	-3.8%
Medical and Dental	Consultant	46	33.1%	50.97	93	66.9%	52.99	139	3.8%
Medical and Dental	Dental Officer	*	100.0%	34.41				*	-
Medical and Dental	Director of Public Health	*	100.0%	51.91				*	-
Medical and Dental	GP Specialty Training	*	33.3%	20.45	8	66.7%	20.79	*	1.6%
Medical and Dental	Hospital Practitioner	*	20.0%	49.48	8	80.0%	48.22	*	-2.6%
Medical and Dental	Medical Director	*	40.0%	58.75	*	60.0%	56.67	*	-3.7%
Medical and Dental	Other				6	100.0%	33.75	6	-
Medical and Dental	Part time Medical Practitioner Para 94 app. [clin ass]	*	40.0%	49.06	*	60.0%	49.06	5	0.0%
Medical and Dental	Salaried GDP	*	100.0%	47.52				*	-
Medical and Dental	Salaried GP	5	31.3%	26.15	11	68.8%	17.81	16	-46.8%
Medical and Dental	Senior Dental Officer	*	50.0%	39.94	*	50.0%	36.82	*	-8.5%
Medical and Dental	Specialist Registrar	*	30.0%	22.03	7	70.0%	19.29	*	-14.2%
Medical and Dental	Specialty Doctor	20	45.5%	36.67	24	54.5%	35.78	44	-2.5%
Medical and Dental	Specialty Registrar	*	20.0%	23.76	12	80.0%	24.10	*	1.4%
<b>MEDICAL AND DENTAL Total</b>		<b>134</b>	<b>38.1%</b>	<b>43.48</b>	<b>218</b>	<b>61.9%</b>	<b>44.04</b>	<b>352</b>	<b>1.3%</b>

<b>APPENDIX 3</b>		<b>Senior Manager Grades as at December 2022</b>							
Job Family	Senior Manager Grade	Female			Male			Total Headcount	Monetary Variance Male to Female %
		Headcount	Female Count as % of Job Family	Average Hourly Rate £	Headcount	Male Count as % of Job Family	Average Hourly Rate £		
Senior Managers	Executive/Senior Manager Grade D	*	75.0%	38.66	*	25.0%	38.66	*	0.0%
Senior Managers	Executive/Senior Manager Grade E	*	100.0%	43.93				*	
Senior Managers	Executive/Senior Manager Grade F				*	100.0%	48.76	*	100.0%
<b>SENIOR MANAGERS Total</b>		*	<b>66.7%</b>	<b>39.98</b>	*	<b>33.3%</b>	<b>43.71</b>	<b>6</b>	<b>8.5%</b>

APPENDIX 4		Agenda for Change Job Families as at December 2022							
		Female			Male			Total Headcount	Monetary variance Male to Female %
Job Family	Agenda for Change Banding	Headcount	Female Headcount as % of band	Average Hourly Rate £	Headcount	Male Headcount as % of band	Average Hourly Rate £		
ADMINISTRATIVE SERVICES	Band 2	140	87.5%	10.72	20	12.5%	10.83	160	1.0%
	Band 3	237	91.5%	11.82	22	8.5%	11.65	259	-1.5%
	Band 4	131	87.9%	13.03	18	12.1%	12.96	149	-0.5%
	Band 5	67	78.8%	15.40	18	21.2%	14.78	85	-4.2%
	Band 6	36	65.5%	19.21	19	34.5%	20.04	55	4.1%
	Band 7	36	78.3%	22.53	10	21.7%	22.21	46	-1.4%
	Band 8a	19	57.6%	26.81	14	42.4%	26.46	33	-1.3%
	Band 8b	9	81.8%	32.41	*	18.2%	32.54	*	0.4%
	Band 8c	*	75.0%	38.54	*	25.0%	37.57	*	-2.6%
	Band 8d	*	42.9%	45.86	*	57.1%	47.23	*	2.9%
	Band 9	*	50.0%	56.46	*	50.0%	53.99	*	-4.6%
<b>Administrative Services Total</b>		<b>665</b>	<b>83.8%</b>	<b>14.22</b>	<b>129</b>	<b>16.2%</b>	<b>17.93</b>	<b>794</b>	<b>20.7%</b>
ALLIED HEALTH PROFESSION	Band 2	5	71.4%	10.02				5	-
	Band 3	68	97.1%	11.87	*	2.9%	11.09	*	-7.0%
	Band 4	28	96.6%	12.70	*	3.4%	12.12	*	-4.8%
	Band 5	38	90.5%	14.54	*	9.5%	13.34	*	-9.0%
	Band 6	122	93.8%	19.64	8	6.2%	19.25	130	-2.0%
	Band 7	76	92.7%	23.55	6	7.3%	24.45	82	3.7%
	Band 8a	10	100.0%	27.29				10	-

		*	100.0%	34.01				*	-
	Band 8c	*	100.0%	40.49				*	-
<b>Allied Health Profession Total</b>		<b>346</b>	<b>94.3%</b>	<b>18.37</b>	<b>21</b>	<b>5.7%</b>	<b>18.41</b>	<b>367</b>	<b>0.2%</b>
DENTAL SUPPORT	Band 4	28	100.0%	12.80				28	-
	Band 5	*	75.0%	13.67	*	25.0%	13.34	*	-2.5%
	Band 6	*	100.0%	20.82				*	-
	Band 7	*	50.0%	21.31	*	50.0%	20.89	*	-2.0%
	Band 8b	*	100.0%	31.34				*	-
<b>Dental Support Total</b>		<b>35</b>	<b>92.1%</b>	<b>14.08</b>	<b>*</b>	<b>7.9%</b>	<b>18.37</b>	<b>38</b>	<b>23.4%</b>
HEALTHCARE SCIENCES	Band 2	*	33.3%	11.05	*	66.7%	10.02	*	-10.3%
	Band 3	32	62.7%	11.72	19	37.3%	11.93	51	1.8%
	Band 4	14	82.4%	12.78	*	17.6%	13.28	*	3.8%
	Band 5	6	54.5%	15.99	5	45.5%	15.43	11	-3.6%
	Band 6	36	75.0%	20.30	12	25.0%	19.25	48	-5.5%
	Band 7	13	86.7%	23.21	*	13.3%	24.45	*	5.1%
	Band 8a	*	50.0%	27.08	*	50.0%	27.08	*	0.0%
	Band 8c	*	100.0%	40.49				*	-
<b>Healthcare Sciences Total</b>		<b>105</b>	<b>70.5%</b>	<b>17.24</b>	<b>44</b>	<b>29.5%</b>	<b>16.00</b>	<b>149</b>	<b>-7.7%</b>
MEDICAL SUPPORT	Band 5	*	50.0%	16.82	*	50.0%	16.82	*	0.0%
<b>Medical Support Total</b>		<b>*</b>	<b>50.0%</b>	<b>16.82</b>	<b>*</b>	<b>50.0%</b>	<b>16.82</b>	<b>*</b>	<b>0.0%</b>
NURSING/ MIDWIFERY	Band 2	787	89.7%	10.81	90	10.3%	10.80	877	-0.1%
	Band 3	178	85.2%	11.76	31	14.8%	11.71	209	-0.4%
	Band 4	54	96.4%	12.79	*	3.6%	12.70	*	-0.7%
	Band 5	998	92.9%	16.04	76	7.1%	15.98	1,074	-0.4%
	Band 6	411	88.4%	19.29	54	11.6%	19.28	465	-0.1%
	Band 7	222	90.6%	23.07	23	9.4%	22.42	245	-2.9%
	Band 8a	34	91.9%	26.84	*	8.1%	26.74	*	-0.4%
	Band 8b	10	83.3%	31.82	*	16.7%	32.54	*	2.2%
	Band 8c	*	100.0%	37.57				*	-
	Band 8d	*	33.3%	45.17	*	66.7%	45.17	*	0.0%

<b>Nursing/Midwifery Total</b>		<b>2,514</b>	<b>90.8%</b>	<b>16.20</b>	<b>255</b>	<b>9.2%</b>	<b>16.20</b>	<b>2,769</b>	<b>0.0%</b>
OTHER THERAPEUTIC	Band 2	46	83.6%	10.64	9	16.4%	10.53	55	-1.0%
	Band 3	8	88.9%	11.70	*	11.1%	12.06	*	3.0%
	Band 4	33	94.3%	12.82	*	5.7%	12.70	*	-0.9%
	Band 5	28	96.6%	15.42	*	3.4%	13.34	*	-15.6%
	Band 6	15	88.2%	17.85	*	11.8%	18.86	*	5.4%
	Band 7	50	87.7%	22.64	7	12.3%	21.91	57	-3.3%
	Band 8a	25	89.3%	27.12	*	10.7%	26.05	*	-4.1%
	Band 8b	10	83.3%	33.02	*	16.7%	32.54	*	-1.5%
	Band 8c	7	87.5%	37.98	*	12.5%	40.49	*	6.2%
	Band 8d	*	60.0%	46.55	*	40.0%	45.17	*	-3.1%
	Band 9	*	100.0%	56.46				*	-
<b>Other Therapeutic Total</b>		<b>213</b>	<b>87.7%</b>	<b>19.80</b>	<b>30</b>	<b>12.3%</b>	<b>22.34</b>	<b>243</b>	<b>11.4%</b>
PERSONAL AND SOCIAL CARE	Band 3	14	93.3%	11.65	*	6.7%	11.09	*	-5.0%
	Band 4	7	100.0%	12.78				7	-
	Band 5	8	80.0%	15.08	*	20.0%	16.82	*	10.3%
	Band 6	1	50.0%	16.90	*	50.0%	17.70	*	4.5%
	Band 7	7	77.8%	22.92	*	22.2%	24.45	*	6.3%
	Band 8a	*	100.0%	28.12				*	-
<b>Personal And Social Care Total</b>		<b>38</b>	<b>86.4%</b>	<b>15.23</b>	<b>6</b>	<b>13.6%</b>	<b>18.56</b>	<b>44</b>	<b>17.9%</b>
SUPPORT SERVICES	Band 1	*	50.0%	9.96	*	50.0%	9.96	*	0.0%
	Band 2	363	70.9%	10.89	149	29.1%	10.77	512	-1.1%
	Band 3	42	67.7%	11.87	20	32.3%	11.77	62	-0.8%
	Band 4	11	61.1%	13.07	7	38.9%	13.11	18	0.3%
	Band 5	8	57.1%	15.21	6	42.9%	16.82	14	9.6%
	Band 6	*	22.2%	19.26	7	77.8%	19.70	*	2.2%
	Band 7	*	40.0%	23.09	*	60.0%	22.08	5	-4.6%
	Band 8a	*	50.0%	28.12	*	50.0%	28.12	*	0.0%
	Band 8c				*	100.0%	40.49	*	-

<b>Support Services Total</b>	<b>426</b>	<b>68.6%</b>	<b>11.31</b>	<b>195</b>	<b>31.4%</b>	<b>12.03</b>	<b>621</b>	<b>6.0%</b>
<b>Total</b>	<b>4,260</b>	<b>86.3%</b>	<b>15.75</b>	<b>675</b>	<b>13.7%</b>	<b>15.73</b>	<b>4,935</b>	<b>-0.1%</b>